

DEPARTMENT OF THE INTERIOR
*** Equal Opportunity Data Required to be Posted by the NO FEAR ACT**
P.L. 107-174

Reporting Period: FY 1999-2003
Point of Contact: Melodee Stith

Formal Complaints	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
# of complaints filed	415	375	364	346	296
# of individual filers	333	337	329	322	271
# of repeat filers	49	25	18	20	18
# of Complaints by Basis of Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Race	197	226	188	239	124
Color	0	0	0	31	24
National Origin	377	109	430	107	57
Sex	452	324	592	298	197
Religion	32	31	23	16	62
Disability	164	183	100	121	90
Age	184	216	117	190	169
Reprisal	635	290	575	225	171
Non-EEO	0	1	3	3	1
# of Complaints by Issues of Alleged Discrimination	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Appointment/Hire	67	50	48	28	37
Assignment of Duties	191	95	84	94	84
Awards	19	27	15	18	22
Conversion to Full-Time	2	2	1	0	0
Disciplinary Action					
Demotion	10	0	2	0	7
Reprimand	31	18	15	6	22
Suspension	16	24	8	16	19
Removal	28	26	0	6	0
Other	27	37	7	9	1
Duty Hours	22	1	1	9	0
Evaluation/Appraisal	54	35	9	33	25
amination/Test	0	0	5	0	0
Harassment					
a. Non-sexual	700	312	1207	233	181

b. Sexual	31	41	18	67	18
Medical Examination	0	1	0	2	0
Pay Including Overtime	2	17	14	25	21
Promotion/Non-Selection	292	281	213	179	182
Reassignment					
a. Denied	8	0	8	14	9
b. Directed	16	27	14	5	12
Reasonable Accommodation	7	6	3	14	7
Reinstatement	0	12	5	0	1
Retirement	14	17	3	1	8
Termination	6	38	46	51	45
Terms/Condition of Employment	214	81	57	97	71
Time & Attendance	184	44	110	58	31
Training	69	37	20	33	27
Other	148	66	68	77	64

* Based on best available data

Average Processing Time of Pending Complaints -	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
1. All complaints pending during fiscal year										
	#	APT	#	APT	#	APT	#	APT	#	APT
Investigation	588	296	514	213	521	213	480	162	427	193
Final Agency Action	220	495	217	608	220	762	225	801	251	744
2. Complaints in which a hearing is not requested										
Investigation	62	276	38	291	58	227	58	196	42	157
Final Agency Action	127	124	92	116	113	113	115	115	105	137
3. Complaints in which a hearing is requested										
Investigation	5	42	6	131	21	144	4	109	13	101
Final Agency Action	65	38	83	32	72	21	64	22	95	18
# OF COMPLAINTS DISMISSED	FY 1999		FY 2000		FY 2001		FY 2002		FY 2003	
	#	APT	#	APT	#	APT	#	APT	#	APT
	77	391	46	326	88	387	36	357	66	320

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003
- APT calculated using total processing days

Number of Complaints Filed Prior to Fiscal Year	FY 1999	FY 2000	FY 2001	FY 2002	FY 2003
Pending Complaints Filed Before Fiscal Year	745	747	667	590	579
Number of Individuals	508	531	481	469	469
Number in Investigations	339	285	267	227	219
Number in FAD	53	59	42	40	59
Complaints Pending in Current Fiscal Year					
Number of Investigations over 180 days	230	187	149	166	144

FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION

		with a hearing FY 1999		without hearing FY 1999		with a hearing FY 2000		without hearing FY 2000		with a hearing FY 2001		without hearing FY 2001		with a hearing FY 2002		without hearing FY 2002		with a hearing FY 2003		without hearing FY 2003	
	TOTAL	9		2		7		2		2		7		2		1		3		2	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
BASES	Race	6	67			2	28	1	50			2	28			1	100				
	Color	4	44																		
	National Origin	1	11																		
	Sex	2	22					1	50	2	100	2	28							1	50
	Religion																	1	33		
	Disability					1	14					1	14	1	50					1	50
	Age			1	50									1	50			1	33		
	Reprisal	4	44	1	50	4	57			1	50	1	28					1	33		
	Non-EEO																				
ISSUES	Appointment/Hire																	1	33		
	Assignments of Duties	1	11	1	50					1	50	1	14							1	50
	Awards	1	11																		
	Conversion to Full Time																				
	Disciplinary Action																				
	Demotion																				
	Reprimand					1	14	1	50												
	Suspension					1	14					1	14								
	Removal	1	11					1	50			2	28							1	50
	Duty Hours					1	14														
	Evaluation/Appraisal	2	22							1	50										
	Examination/Test																				
	Harassment																				

a. Non-sexual	1	11							1	50	1	14	1	50					
b. Sexual	2	22							1	50									
Medical Examination																			
Pay Including Overtime																			
Promotion/Non-Selection	1	11	1	50	2	28					1	14	1	50			1	33	
Reassignment																			
a. Denied																			
b. Directed																			
Reasonable Accommodation					1	14					1	14						1	50
Reinstatement																			
Retirement																			
Termination																			
Terms/Condition of Employment																			
Time & Attendance																			
Training																			
Other					2	28					1	14					1	33	